

Section 1: Health and Safety Policy Statement

In accordance with its duty under section 2(3) of the Health and Safety at Work etc. Act, 1974, and in fulfilling its obligations to both employees and the public who may be affected by its activities, the Directors of AVOW have produced the following statement of policy in respect of health and safety. The Directors of AVOW give their full backing to AVOW's Health & Safety Policy and shall fully support any person implementing it.

It is AVOW's aim to achieve a working environment that is free of work related accidents and ill health and to this end we will pursue continuing improvements from year to year. AVOW regards the promotion of Health, Safety and Welfare measures as a mutual objective for management and employees at all levels and considers this is a management responsibility equal to that of any other function.

We undertake to discharge our statutory duties by:

- Providing and maintaining a safe environment, safe methods of work and equipment.
- Identifying hazards within the workplace, assessing risks related to them and implementing appropriate preventative measures which shall avoid or reduce risks to the lowest extent as is reasonably practicable.
- Recruiting and appointing personnel who have the ability, skills and competence to commensurate with their role and level of responsibility.
- Ensuring tasks given to employees are within their skills, knowledge and ability to perform.
- Ensuring that technical competence is maintained through the provision of refresher training as appropriate.
- Promoting awareness of health and safety and of good practice through the effective communication of relevant information.
- Providing sufficient resources, competent technical advice and funds as needed to meet these objectives.


All employees on their part will actively contribute to this policy by accepting their responsibilities for the provision and maintenance of safe, healthy working practices, equipment, premises, systems of work and the working environment. In all undertakings within their areas of control, they need to arrange for adequate information, instruction and training for persons for whom they are responsible. They must ensure the effective delegation of their health and safety responsibilities when they are absent.

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All persons are reminded that it is a criminal offence to misuse or interfere with anything which is provided in the interests of health, safety and welfare.

AVOW stresses its commitment to Health and Safety, to the extent that where wilful disregard for safe working practices by any employee seriously puts at risk the health and safety of themselves or any other person, then this shall be considered as gross misconduct and may lead to disciplinary procedures.

A copy of this general statement will be brought to the attention of all AVOW employees. The Health & Safety Policy will be monitored and reviewed annually or as necessary, to comply with new legislation, codes of practice or best practice procedures. All alterations, or changes to this Policy will be brought to the attention of all AVOW employees.

Signed:	
Name:	JOHN LEECE JONES
Position :	CHAIR OF TRUSTEES
Date:	13 - V - 2014

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